

# EXHIBIT

## “31”

## PayScale - Salary Survey, Salaries, Wages, Compensation Information and Analysis

AOL  
MAIL  
You might also like:  
Daily Finance,  
Autos  
and More  
Looking for a Job at AOL?  
AOL Jobs  
Main  
CareerBuilder  
Sign In/Sign up  
Job Alerts  
Find A Job  
Resume Center  
Interviews  
Salaries  
Education Center  
Articles & News  
Videos  
Interviews  
Resumes  
Cover Letters  
Job Search  
Salary Negotiation  
Career Advice

Keyword(s)

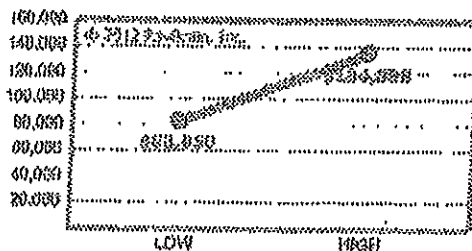
City, State or Zip

Wants su/k  
G ~~so~~ 70k

Send

## Salary Results powered by PayScale

The typical Base Salary for a Compliance Director in United States is \$88,080 to \$134,858.



## Compare Your Salary

Next Step:  
Add your years of experience:



## Improve Your Salary with a Higher Degree

Online or Campus

Choose a Category:

Business  
Criminal Justice  
Education

Human Services  
Nursing/Healthcare  
Psychology

Bachelor's Degree  
Master's Degree  
MBA

Advertisement

PhD  
Professional Degree  
Certificate

Technology  
All Degrees  
Associate's Degree

Privacy Notice: PayScale takes your privacy seriously and is sensitive to the nature of information collected on this site.

About PayScale | Privacy Policy | Terms of Use  
PayScale, The PayScale Report and People Like You are Trademarks of PayScale, Inc.  
© 2000 - 2012 PayScale, Inc. All rights reserved. Patents Pending.

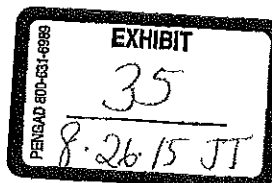
AOL Jobs

Keyword(s)

City, State or Zip

AOL Job Hubs  
Resumes & Cover Letters  
Interview & Salary  
Job Search  
Career Research  
Unemployment

Employment News  
More on Jobs  
My CareerBuilder  
Salary Center  
Unemployment Guides  
Job Alerts  
Popular Industries  
Accounting  
Airline  
Construction  
Customer Service  
Education  
Health Care  
Hospitality  
IT  
Retail  
Sales  
AOL Job Specials  
Job Search Guides  
Celebrity Coaches  
Companies to Watch  
Stories of Unemployed  
Job Searches  
Search by City  
Search by Company  
Search by Job Title



DEF-ICE  
CONFIDENTIAL  
006307

PayScale - Salary Survey, Salaries, Wages, Compensation Information and Analysis

Search by Type

More On AOL

Mail

Search

Music

Movies

Mapquest

Cars

Money

News

Shopping

AOL Jobs offers the most comprehensive source of jobs through its partnership with CareerBuilder.com. AOL Jobs is the place to go on the Internet for job alerts, employment information, career advice and job-seeking tools.

Site Map Terms of Service Privacy Policy Trademarks AOL Downloads About Our Ads

© Copyright 2012 AOL Inc., All Rights Reserved.

DEF-ICE  
CONFIDENTIAL  
006308